

GENDER PAY GAP REPORT

04 YEAR ENDING
APRIL

2022



GENDER PAY GAP REPORT

Gender Pay Gap Reporting is a requirement for UK organisations with 250 or more employees to publish information comparing men and women's average pay across the business.

The published data looks at a number of data points:

- The percentage of males and females in the business across 4 pay groups
- The mean and medium gender gap in hourly pay between males and females
- The proportion of males and females receiving a bonus payment
- The mean and medium gender gap in hourly pay between males and females

This is different to equal pay, which is focused on ensuring males and females receive fair and equal pay when performing the same or similar work.

As a studio, we're confident we have equal pay across our roles – we conduct bi-annual salary reviews to assess individuals who have increased their skill level/responsibility or changed roles, etc. and we use this as an opportunity to take a purposeful look at our salaries across similar roles/levels to ensure they're aligned from an equal pay perspective.

DECLARATION

We confirm that the figures and content in this report are accurate to the best of our knowledge.



PETE SAMUELS

CEO
Supermassive Games Ltd.



JOE SAMUELS

Commercial Director
Supermassive Games Ltd.



OUR REPORT

By April 2022 we had exceeded 250 employees, so this is the first year we've generated a gender pay gap report. For this reason, we don't currently have any prior data to which we can compare.

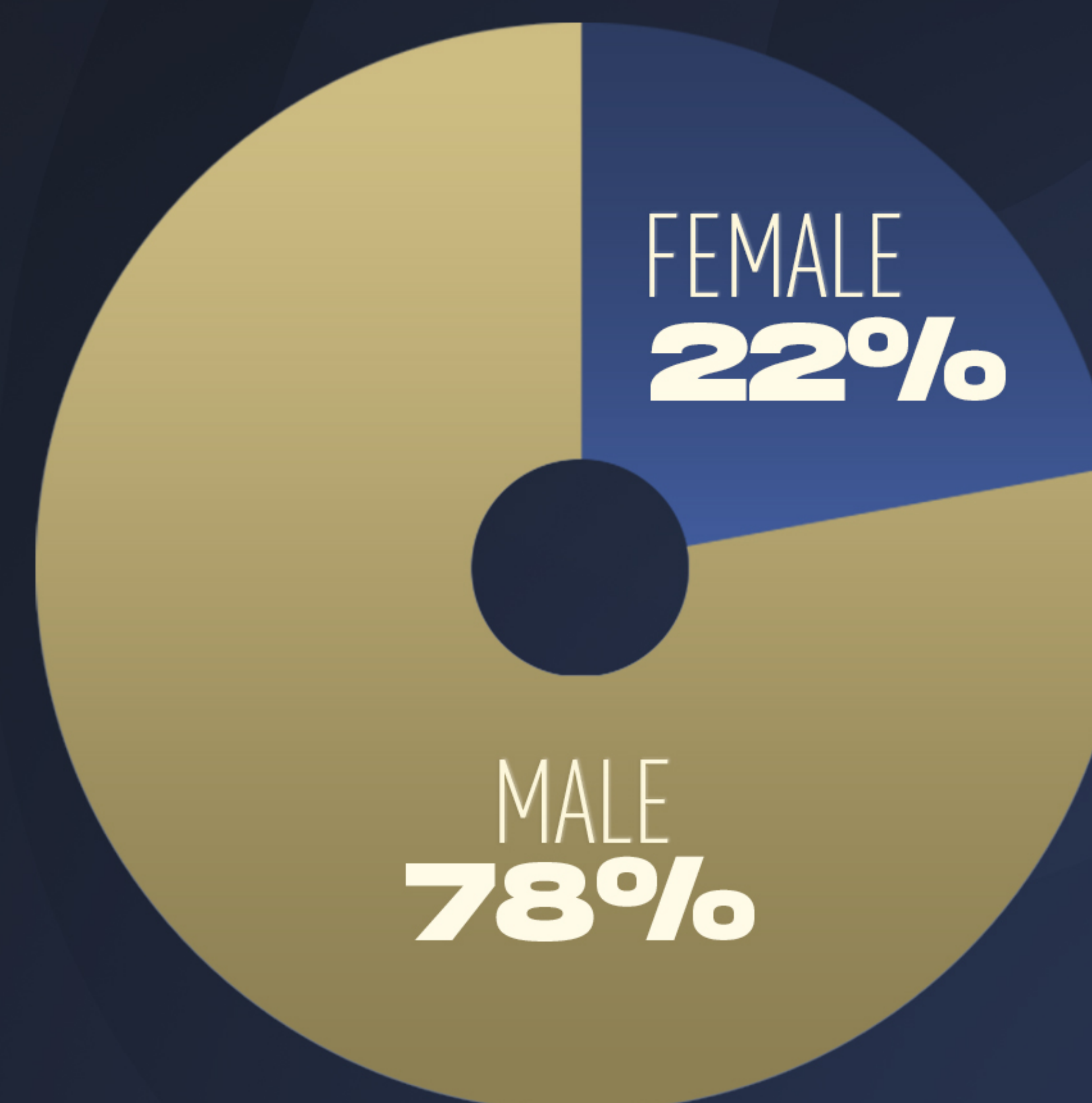
All data reported below is based on our "snapshot date" of 5 April 2022, which includes our April 2022 payroll data.

GENDER SPLIT

Our overall headcount in April 2022 was 271.

Of this, 2% identified as non-binary so for the purposes of this report, in line with the gender pay gap reporting guidelines, these individuals were not included in the data.

Our gender split was therefore 78% males and 22% females.



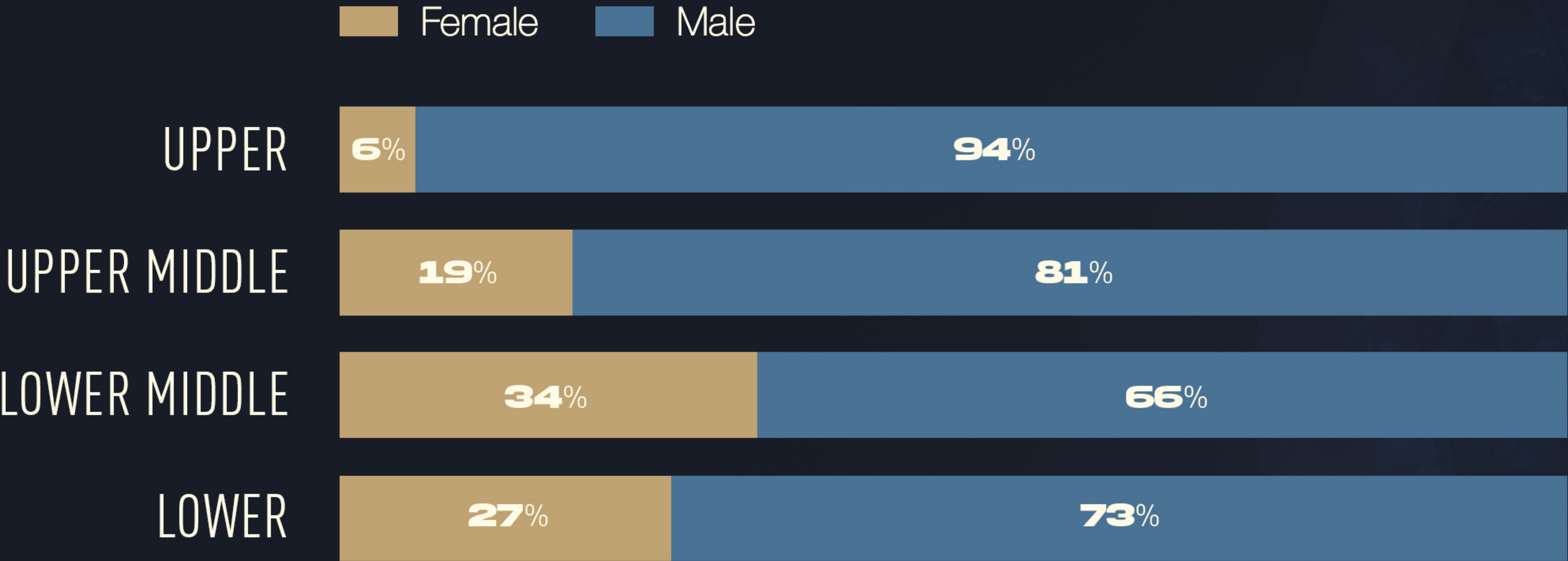
Over the last couple of years, we've been going through a steadily increasing rate of growth. In 2021, we hired 84 people (26% female, 74% male) and during 2022 we hired 159 people (25% female, 74% male, 1% non-binary).

HOURLY PAY GAPS

Our 2022 pay quartiles (shown below) highlight that females are underrepresented in our more senior level roles:

PERCENTAGE OF MEN AND WOMEN

(By hourly pay quarter)



The pay quartiles are calculated by sorting all employees from lowest to highest pay and then splitting this equally into 4 groups. From there, the percentage of males and females in each group can be calculated.

HOURLY PAY GAPS CONT...

MEAN GENDER PAY GAP / **27%**

MEDIAN GENDER PAY GAP / **32%**

Of the female hires made during 2021 and 2022, a large number of these were in the lower and lower middle quartiles, which has contributed to our mean gap of 27%.

HOW IS IT MEASURED?

$$\text{MEAN} = \frac{X}{Y}$$

The mean (average) pay gap is calculated by taking the total pay received (X) and then dividing it by the number of people receiving it in the group (Y). Once this is done for both males and females you then work out the difference between the two to calculate the "gap".

MEDIAN



To calculate the median pay gap, you list out everyone in the group and take the middle of the list as a measure of average pay. A gap can be calculated based on the difference between the median of male and female pay.

BONUS PAY GAPS

The reporting for the bonus pay gap focuses on bonuses paid in the 12 months prior to the snapshot date, so in our case this relates to the 12-month period ending on 5th April 2022.

We introduced a quarterly profit-related bonus scheme during 2021, the first payment of which was issued in November 2021 payroll, so our data reflects two bonus payments.

All employees are included in this bonus scheme once they've passed a probationary period, except for self-employed individuals and the executive team.

The proportion of males and females receiving a bonus during this period was:

MALES	/	74 %
FEMALES	/	67 %

The bonus payments under this new scheme are calculated based on a number of factors to ensure fair distribution of payment, including current salary and length of service.

These numbers reflect that we had a lot of new starters within this timeframe, many of whom were still within their probationary period and therefore not eligible for these payments.



BONUS PAY GAPS CONT...

As a large number of our female employees only joined in the last couple of years, and as the largest proportion of our females are in the lower two pay quartiles, this has resulted in a mean and median bonus gap as follows:

MEAN GENDER BONUS GAP / **44%**

MEDIAN GENDER BONUS GAP / **30%**

As we continue our efforts to increase the number of women we have in our senior level roles, we would expect this gap to close significantly, however due to the length of service factor in our bonus calculations, this is likely to remain a gap for us to some extent.

OUR ACTION PLAN



As we continue to grow as a studio, we retain an ever-present focus on equity and equality across all areas. Our data within this report has highlighted that we need to continue our efforts in significantly increasing the overall percentage of women in the business, particularly in senior level positions.

Some of our initial focus areas will be:

COLLABORATIONS

Alongside our existing partnerships with Out Making Games and Safe In Our World, we'll be focusing on widening our reach and collaborating with more industry partners such as Women in Games, Limit Break and more, to help benefit from their support, guidance and networks to improve representation for women in the games industry, in addition to within Supermassive Games.

EDUCATION

As part of our CSR goals, we're working on increasing our involvement and commitment to educational institutions, both in the local area and those who are industry focused across the country. This will provide a crucial opportunity for reaching those at the earliest stage of their career, helping to support and encourage a wider representation of individuals coming into the industry.

OUR ACTION PLAN CONT...

LEARNING AND DEVELOPMENT

Development and training for all staff is a core focus for the studio. We're working on a new development programme to provide individuals with clearer and more transparent career paths to aid with promotions and progression.

We're also planning to introduce enhanced training for all staff and managers focusing on areas such as unconscious bias, equality and diversity, mental health awareness, in addition to general management and leadership skills.

PEOPLE PROCESSES

Throughout 2022 we've been growing and further establishing our HR and Recruitment teams. This has given us the capacity to focus on ensuring we have clear, fair and transparent processes in place for all things people-related, such as performance development, pay reviews, recruitment selection, etc. This will continue to be a significant focus throughout 2023.

THANK YOU FOR READING

